

Supreme Court, U. S.  
FILED

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MICHAEL RODAK, JR., CLERK

IN THE  
SUPREME COURT  
OF THE UNITED STATES

October Term, 1975

No. 75-932

CITY OF GLENDALE,

Petitioner,

vs.

GLENDALE CITY EMPLOYEES  
ASSOCIATION, INC., DAVID NORTH,  
ROSS D. MITCHELL, E. JIM KOTONIAS,  
BOB MEZAK, BOB ARCHAMBEAU, AND  
WILLIAM J. EVANS, JR.,

Respondents.

---

ANSWER TO PETITION  
FOR WRIT OF CERTIORARI

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i.

IN THE SUPREME COURT  
OF THE UNITED STATES  
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1. NATURE OF THESE  
PROCEEDINGS

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The Glendale City Employees' Association,  
as well as five individual employees of the City of  
Glendale, respondents, brought a class action on  
behalf of approximately 1,000 Glendale City

1.

employees. The action sought the issuance  
of a writ of mandate or some other equitable  
relief to compel the City of Glendale and its officers,  
to adhere to certain duties arising out of certain  
statutes, ordinances, resolutions and a written  
contract, the discharge of which, would result in  
retroactive increases in salaries and wages for  
the period commencing October 1, 1970 to June 30,  
1971.

The matter came on regularly for hearing  
on the employees' motion for a peremptory writ  
of mandate which resulted in judgment in favor  
of the employees, and for the issuance of a  
peremptory writ of mandate compelling the City  
of Glendale to compute retroactive salaries and  
wage increases for the period involved, by the  
application of a certain formula to certain salary-  
and-wage survey data. The City of Glendale  
has appealed from the entire judgment. The  
Supreme Court of the State of California reversed  
the judgment of the trial court with directions.  
(Please see Appendix B to Petition.)

2. ISSUES TO BE DETERMINED

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Is the Petition premature.

3. DISCUSSION

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The Petition is premature.

2.

# APPENDIX

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Glendale, California 91205  
3 Telephone: 956-2080

4 Attorneys for Respondents

5  
6  
7  
8 SUPERIOR COURT OF THE STATE OF CALIFORNIA  
9 FOR THE COUNTY OF LOS ANGELES

10  
11 GLENDALE CITY EMPLOYEES' ASSOCIATION )  
INC., DAVID NORTH, ROSS D. MITCHELL, ) NO. 988,944  
12 E. JIM KOTONIAS, BOB MEZAK, BOB )  
ARCHAMBEAU AND WILLIAM J. EVANS, JR., )  
13 ) ANSWER OF G. W. CARLILE  
Petitioners, ) AND PAULINE LOCKHART TO  
14 ) FIRST AMENDED PETITION  
vs. ) FOR PEREMPTORY WRIT OF  
15 ) MANDAMUS AND FOR DAMAGES  
CITY OF GLENDALE, VERN E. ALLEN, ) FOR BREACH OF CONTRACT  
16 WILLIAM H. PETERS, ALAN G. WATSON, )  
JAMES W. PERKINS, WARREN F. SAVERKAMP, )  
17 G. W. CARLILE, City Controller, )  
PAULINE LOCKHART, City Treasurer, and )  
18 DOE I through DOE XXX. inclusive, )  
19 Respondents. )

20  
21 Respondents G. W. CARLILE, City Controller, and PAULINE  
22 LOCKHART, City Treasurer, hereinafter referred to as "respondents"  
23 answer the first amended petition for peremptory writ of mandamus  
24 on file in this action as follows:

25  
26 ANSWER TO FIRST CAUSE OF ACTION

27 1. In answer to paragraph 4, respondents deny that the  
issues in the complaint and the rights and duties to be determined

-1-  
ANSWER

1 and the relief prayed for are all of common and general interest  
2 to all employees in the service of the City of Glendale in that  
3 respondents are informed and believe, and based on such informa-  
4 tion and belief allege that the petitioners purport to represent  
5 members of management such as the City Controller, professional  
6 employees, such as the City Attorney, Assistant City Attorneys  
7 and Deputy City Attorneys, as well as the City Engineer and  
8 supervisory and confidential employees of the City of Glendale,  
9 together with nonmanagement, nonprofessional and nonsupervisory  
10 employees of the City of Glendale; that there is no community of  
11 interest between management, professional, supervisory and confi-  
12 dential employees of the City of Glendale on the one hand and  
13 nonmanagement, nonprofessional, nonsupervisory and nonconfidential  
14 employees of the City of Glendale on the other hand, and that such  
15 lack of community of interest would preclude fair and adequate  
16 representation of management, professional, supervisory and confi-  
17 dential employees if included as plaintiffs with nonmanagement,  
18 nonprofessional, nonsupervisory and nonconfidential employees.

19 Respondents further allege that the issues of fact involved  
20 herein are not common to all City of Glendale employees in that  
21 separate questions of fact will have to be determined as to  
22 those classifications which were not placed in an above average  
23 position because of internal alignments and/or traditional  
24 relationships.

25 Respondents further allege that there is a conflict of  
26 interest in petitioners' attempting to represent or bring an  
27 action on behalf of the City Attorney and members of his staff,  
including secretarial personnel of the Legal Division of the

-2-



1 City of Glendale, as well as management employees of the City  
2 of Glendale whether the same are members of GCD&A or not.

3 2. Respondents have no information or belief on the subject  
4 sufficient to enable them to answer the allegations of paragraph 5  
5 and, placing their denial on that ground, deny generally and spe-  
6 cifically each and every allegation contained therein.

7 3. In answer to paragraph 7, respondents deny that the  
8 enactment of Ordinances Nos. 3830 and 3843 of the City of Glendale  
9 were intended to implement the provisions of Section 3507 of the  
10 Government Code and allege that in enacting said ordinances it  
11 did so pursuant to the authority contained in its Charter.

12 4. In answer to paragraph 15, respondents deny the figure  
13 274 at line 10. Respondents further deny that the Memorandum  
14 of Understanding was to be the instrument that fixed salaries  
15 and wages of petitioners. Respondents contend that only the  
16 City Council can fix salaries and wages, and that the Memorandum  
17 of Understanding merely provided for the taking of a salary  
18 survey to help guide the City Council by making it cognizant of  
19 comparable salaries paid in surrounding jurisdictions.

20 5. In answer to paragraph 17, respondents deny that the  
21 City of Glendale has sufficient funds with which to pay peti-  
22 tioners as alleged or as found by the trial court. California  
23 State law and the Charter of the City of Glendale permit payment  
24 to be made only from a sufficient and unexpended appropriation  
25 provided for that specific purpose. No such appropriation exists  
26 at the present time, and therefore it would be necessary to  
27 acquire sufficient funds through the levy of taxes, and further  
to provide for a proper and valid appropriation from which said

1 payment could be made.

2 6. Respondents deny generally and specifically each and  
3 every allegation contained in paragraph 18.

4  
5 ANSWER TO SECOND CAUSE OF ACTION

6 7. In answer to paragraph 19, respondents refer to para-  
7 graphs 1 through 3, and 5 through 6, of their answers to  
8 petitioners' First Cause of Action and incorporate them herein  
9 by reference as fully as though set forth word for word herein.

10 8. Respondents deny generally and specifically each and  
11 every allegation contained in paragraph 22.

12 9. In answer to paragraph 23, respondents admit that  
13 petitioners rendered their respective services to the respondent  
14 CITY OF GLENDALE from June 9, 1970 through the period covered  
15 by the Memorandum of Understanding. Except as expressly ad-  
16 mitted, respondents deny generally and specifically each and  
17 every allegation contained therein.

18 10. In answer to paragraph 24, respondents admit that on  
19 or before September 29, 1970, the City Manager and the Assistant  
20 City Manager submitted to the Council their report and recommen-  
21 dations with regard to adjustments in the salaries and wages of  
22 petitioners, and that the same were based on the terms of the  
23 Memorandum of Understanding and the joint salary survey data of  
24 the jurisdictions compared in compliance with said Memorandum of  
25 Understanding. Except as expressly admitted, respondents deny  
26 generally and specifically each and every allegation contained  
27 therein.

28 11. In answer to paragraph 25, respondents admit that the

1 report and recommendations submitted to the City Council did not  
2 specifically refer to 214 classes of positions or 1,163 persons  
3 or the sum of \$419,539.00. Respondents allege that the report  
4 and recommendations referred to by petitioners is a document enti-  
5 tled "Wage and Salary Survey" dated October 1970, which included  
6 salary survey data relative to the Glendale Fire Fighters' Associa-  
7 tion (GFFA), and the Glendale Police Officers' Association (GPOA),  
8 which said latter two organizations are not represented by peti-  
9 tioners. Respondent City signed separate memorandums of understand-  
10 ing with said GFFA and GPOA, pursuant to which salary adjustments  
11 were to become effective on October 1, 1970, based on survey data  
12 included for convenience in the said Wage and Salary Survey.  
13 Respondents further allege that all personnel of the City of  
14 Glendale representing management, at all times herein relevant,  
15 collected true data, applied said data in a statistically correct  
16 method and that the resulting salary ordinance complied with the  
17 said Memorandum of Understanding dated June 3, 1970. Except as  
18 expressly admitted, respondents generally and specifically deny  
19 each and every allegation contained therein.

20 12. In answer to paragraph 26, respondents admit that on  
21 September 29, 1970, the City Council adopted said report and  
22 recommendations of the City Manager and Assistant City Manager.  
23 Respondents allege that Ordinance No. 3921 was adopted by the  
24 City Council on June 30, 1970, and that Ordinance No. 3936, amend-  
25 ing Section 6.1 of Ordinance No. 3921 was adopted by the City  
26 Council on September 29, 1970. Respondents admit that Salary  
27 Ordinance No. 3921, as amended by Salary Ordinance No. 3936 does  
not place the salaries and wages of all of petitioners in an

1 above-average position with reference to the jurisdictions compared.  
2 Respondents further reallege that Salary Ordinance No. 3936 com-  
3 plied with the said Memorandum of Understanding dated June 3, 1970.  
4 A copy of each of said Ordinances No. 3921 and No. 3936 is attached  
5 hereto as Exhibit "A" and Exhibit "B", respectively, and hereby made  
6 a part hereof as if fully set forth word for word herein.

7  
8 ANSWER TO THIRD CAUSE OF ACTION

9 13. In answer to paragraph 27, respondents refer to para-  
10 graphs 1 through 5 of their answers to petitioners' First Cause of  
11 Action and incorporate them herein by reference as fully as though  
12 set forth word for word herein.

13 14. In answer to paragraph 23, respondents specifically deny  
14 that petitioners have demanded of respondent CITY OF GLENDALE that  
15 it pay to petitioners the increases in salaries and/or wages aggre-  
16 gating the sum of \$419,589.00 or any other sum. Respondents  
17 further deny that they owe to petitioners the sum of \$419,589.00  
18 or any other sum whatsoever.

19  
20 AS AND FOR A FIRST AFFIRMATIVE DEFENSE TO PETITIONERS' FIRST,  
21 SECOND AND THIRD CAUSES OF ACTION, RESPONDENTS ALLEGE:

22 15. If respondents are indispensable parties at this time,  
23 pursuant to Code of Civil Procedure Section 389(a)(1), then they  
24 have been such throughout the entirety of this action. If this  
25 is true, then respondents have been seriously prejudiced by virtue  
26 of the following:

27 a. respondents have not had an opportunity to put forth  
their own defense at either the trial or appellate levels;

1 b. The defenses of respondents are different from the  
2 defenses of the co-respondents initially sued, because these answer-  
3 ing respondents stand to suffer additional criminal and civil lia-  
4 bility if they carry out the order of the Court, since no salary  
5 ordinance or appropriation now exists upon which these respondents  
6 can rely for proper authorization to make payment.

7 c. Respondents have been foreclosed, by the California  
8 Supreme Court, from presently pursuing the merits of this action  
9 and properly raising their individual and separate defenses.

10 d. Respondents have been further foreclosed from defend-  
11 ing this action on its merits in that the findings of fact and  
12 conclusions of law, heretofore made by this Court, contain both  
13 facts and conclusions which said respondents regard as untrue and  
14 incorrect, and omit facts and conclusions which said respondents  
15 regard as crucial to their defense, and to each of their defenses.

16 16. However, if the judgment eventually entered against the  
17 co-respondents herein is valid and enforceable against said co-  
18 respondents, then respondents are improper and unnecessary parties  
19 to this lawsuit at this time.

20 17. By reason of the foregoing, the petitioners should be  
21 barred from proceeding against respondents at this late date in  
22 accordance with Code of Civil Procedure Section 389, or in the  
23 alternative, because respondents are improper and unnecessary  
24 parties to this lawsuit at this time.

25  
26 AS AND FOR A SECOND ALTERNATIVE DEFENSE TO PETITIONERS'  
27 FIRST, SECOND AND THIRD CAUSES OF ACTION, RESPONDENTS ALLEGE:

18. The judgment of the trial court denies these answering

1 respondents due process of law as guaranteed by the United States  
2 Constitution, Amendment V, Amendment XIV, Section 1, and the  
3 California Constitution, Article I, Sections 1 and 15, inasmuch as  
4 the Glendale City Charter (Article IV, Section 3, Article XI,  
5 Sections 3 and 4) prohibits the payment of salaries except as fixed  
6 by ordinance and appropriation, and certain specifically defined  
7 procedures must be followed. A copy of these Charter sections is  
8 attached hereto, designated Exhibit "C" and incorporated herein by  
9 reference. There is an existing salary ordinance which does not  
10 conform to the order of the Court.

11 19. Said existing salary ordinance (No. 3936, amending  
12 Ordinance No. 3921) has not been invalidated. Nor has any other  
13 salary ordinance been adopted in its stead. The Council has not  
14 been and cannot be ordered to pass any other salary ordinance.

15 20. Absent a properly adopted salary ordinance and appro-  
16 priation sufficient to satisfy the judgment and/or to fix salary  
17 compensation in accord with said judgment, these respondents  
18 will suffer civil and criminal penalties imposed by the City  
19 Charter (Article XXIII, Sections 13 and 27) if they carry out  
20 the order of the Court. A copy of these Charter provisions is  
21 attached hereto, designated Exhibit "D" and incorporated herein  
22 by reference.

23 21. By reason of the foregoing, the petitioners should be  
24 barred from proceeding further in these causes of action.

25  
26 AS AND FOR A THIRD ALTERNATIVE DEFENSE TO PETITIONERS'  
27 FIRST, SECOND AND THIRD CAUSES OF ACTION, RESPONDENTS ALLEGE:

22. The trial court's judgment constitutes a violation of



1 the doctrine of separation of powers as embodied in the California  
2 Constitution, Article III, Section 3, and the United States Consti-  
3 tution, Article 1, Section 1; Article 2, Section 1; and Article 3,  
4 Section 1, in that the effect of said judgment is to bypass the  
5 well defined provisions and procedures of the Glendale City Charter  
6 and judicially legislate a new salary ordinance which is in con-  
7 flict with the present existing and valid salary ordinance.

8 23. The Court's circumvention of settled City Charter pro-  
9 visions relating to ordinances severely jeopardizes the constitu-  
10 tional rights of these respondents since it compels an election  
11 between contempt of court for failure to comply with the judgment  
12 on the one hand, and inevitable civil and criminal charges for com-  
13 pliance on the other. Such an election constitutes a denial of  
14 due process to these respondents.

15 24. By reason of the foregoing, the petitioners should be  
16 barred from proceeding further on these causes of action.

17 WHEREFORE, respondents pray:

18 1. The petitioners take nothing by any of their three  
19 causes of action, and that they be barred from any further pro-  
20 ceedings in the above matter;

21 2. Should petitioners be allowed to proceed, that respond-  
22 ents be permitted to litigate and further argue the serious and  
23 substantial factual and constitutional issues raised herein; and  
24  
25  
26  
27

1 3. For costs of suit and such other relief as the Court  
2 deems just.

3 Dated this 12th day of January, 1976, at Glendale,  
4 California.

5  
6  
7 (S) RICHARD W. HARBSTON

RICHARD W. HARBSTON, CITY ATTORNEY

8  
9  
10 (S) DENNIS H. SCHUCK

DENNIS H. SCHUCK

Deputy City Attorney

Attorneys for Respondent

## ORDINANCE NO. 3321

AN ORDINANCE OF THE CITY OF GLENDALE PROVIDING FOR CERTAIN OFFICERS, SUBORDINATE OFFICERS, ASSISTANTS, DEPUTIES, CLERKS, AND EMPLOYEES OF THE CITY OF GLENDALE AND FOR THEIR COMPENSATION.

BE IT ORDAINED BY THE COUNCIL OF THE CITY OF GLENDALE:

SECTION 1. CLASSIFICATIONS AND POSITIONS—CREATED AND DEFINED. The offices and employments hereinafter designated in this ordinance, except insofar as they are specifically provided for by The Charter of the City of Glendale, are hereby created.

As used herein a "position" shall be deemed to mean an office or employment calling for the rendition of service by one person.

As used herein a "classification" shall be deemed to mean a group of positions having sufficiently similar duties, responsibilities and qualifications to be designated by the same descriptive title, and as to which the same salary range may be made to apply with equity.

As used herein a "safety member" shall be deemed to mean an employee who is classified as a "local safety member" under the State Employee's Retirement Law.

SECTION 2. DESCRIPTIONS OF CLASSIFICATIONS. The description of classifications herein mentioned, except as may be otherwise provided by The Charter of the City of Glendale, shall be those which are or may be hereafter determined by "The Classification Plan and Class Specifications for Glendale, California," adopted by the Civil Service Commission of the City of Glendale on the 10th day of May, 1940, and any amendments thereof.

SECTION 3. As to the persons in the various classifications herein mentioned subsequent to the effective date of this ordinance, the increases or decreases in rates of compensation set forth in this amending ordinance shall be effective July 1, 1970.

SECTION 4. SCHEDULE OF COMPENSATION RATES. The following schedule of compensation rates shows standard salary range numbers, the salary steps designated by letters, and unless otherwise specified, the full-time monthly rates (in dollars) for all classifications.

Standard Salary Range No.	A	B	C	D	E
16	307	323	340	359	380
17	313	329	346	365	386
18	320	336	353	372	393
19	327	343	360	379	400
20	334	350	367	386	407
21	341	357	374	393	414
22	348	364	381	400	421
23	355	371	388	407	428
24	362	378	395	414	435
25	369	385	402	421	442
26	376	392	409	428	449
27	383	399	416	435	456
28	390	406	423	442	463
29	397	413	430	449	470
30	404	420	437	456	477
31	411	427	444	463	484
32	418	434	451	470	491
33	425	441	458	477	498
34	432	448	465	484	505
35	439	455	472	491	512
36	446	462	479	498	519
37	453	469	486	505	526
38	460	476	493	512	533
39	467	483	500	519	540
40	474	490	507	526	547
41	481	497	514	533	554
42	488	504	521	540	561
43	495	511	528	547	568
44	502	518	535	554	575
45	509	525	542	561	582
46	516	532	549	568	589
47	523	539	556	575	596
48	530	546	563	582	603
49	537	553	570	589	610
50	544	560	577	596	617
51	551	567	584	603	624
52	558	574	591	610	631
53	565	581	598	617	638
54	572	588	605	624	645
55	579	595	612	631	652
56	586	602	619	638	659
57	593	609	626	645	666
58	600	616	633	652	673
59	607	623	640	659	680
60	614	630	647	666	687
61	621	637	654	673	694
62	628	644	661	680	701
63	635	651	668	687	708
64	642	658	675	694	715
65	649	665	682	701	722
66	656	672	689	708	729
67	663	679	696	715	736
68	670	686	703	722	743
69	677	693	710	729	750
70	684	700	717	736	757
71	691	707	724	743	764
72	698	714	731	750	771
73	705	721	738	757	778
74	712	728	745	764	785
75	719	735	752	771	792
76	726	742	759	778	799
77	733	749	766	785	806
78	740	756	773	792	813
79	747	763	780	799	820
80	754	770	787	806	827
81	761	777	794	813	834
82	768	784	801	820	841
83	775	791	808	827	848
84	782	798	815	834	855
85	789	805	822	841	862
86	796	812	829	848	869
87	803	819	836	855	876
88	810	826	843	862	883
89	817	833	850	869	890
90	824	840	857	876	897
91	831	847	864	883	904
92	838	854	871	890	911
93	845	861	878	897	918
94	852	868	885	904	925
95	859	875	892	911	932
96	866	882	899	918	939
97	873	889	906	925	946
98	880	896	913	932	953
99	887	903	920	939	960
100	894	910	927	946	967
101	901	917	934	953	974
102	908	924	941	960	981
103	915	931	948	967	988
104	922	938	955	974	995
105	929	945	962	981	1002
106	936	952	969	988	1009
107	943	959	976	995	1016
108	950	966	983	1002	1023
109	957	973	990	1009	1030
110	964	980	997	1016	1037
111	971	987	1004	1023	1044
112	978	994	1011	1030	1051
113	985	1001	1018	1037	1058
114	992	1008	1025	1044	1065
115	999	1015	1032	1051	1072
116	1006	1022	1039	1058	1079
117	1013	1029	1046	1065	1086
118	1020	1036	1053	1072	1093
119	1027	1043	1060	1079	1100
120	1034	1050	1067	1086	1107

121	1041	1057	1074	1091	1108
122	1048	1064	1081	1098	1115
123	1055	1071	1088	1105	1122
124	1062	1078	1095	1112	1129
125	1069	1085	1102	1119	1136
126	1076	1092	1109	1126	1143
127	1083	1099	1116	1133	1150
128	1090	1106	1123	1140	1157
129	1097	1113	1130	1147	1164
130	1104	1120	1137	1154	1171
131	1111	1127	1144	1161	1178
132	1118	1134	1151	1168	1185
133	1125	1141	1158	1175	1192
134	1132	1148	1165	1182	1199
135	1139	1155	1172	1189	1206
136	1146	1162	1179	1196	1213
137	1153	1169	1186	1203	1220
138	1160	1176	1193	1210	1227
139	1167	1183	1200	1217	1234
140	1174	1190	1207	1224	1241
141	1181	1197	1214	1231	1248
142	1188	1204	1221	1238	1255
143	1195	1211	1228	1245	1262
144	1202	1218	1235	1252	1269
145	1209	1225	1242	1259	1276
146	1216	1232	1249	1266	1283
147	1223	1239	1256	1273	1290
148	1230	1246	1263	1280	1297
149	1237	1253	1270	1287	1304
150	1244	1260	1277	1294	1311
151	1251	1267	1284	1301	1318
152	1258	1274	1291	1308	1325
153	1265	1281	1298	1315	1332
154	1272	1288	1305	1322	1339
155	1279	1295	1312	1329	1346
156	1286	1302	1319	1336	1353
157	1293	1309	1326	1343	1360
158	1300	1316	1333	1350	1367
159	1307	1323	1340	1357	1374
160	1314	1330	1347	1364	1381
161	1321	1337	1354	1371	1388
162	1328	1344	1361	1378	1395
163	1335	1351	1368	1385	1402
164	1342	1358	1375	1392	1409
165	1349	1365	1382	1399	1416
166	1356	1372	1389	1406	1423
167	1363	1379	1396	1413	1430
168	1370	1386	1403	1420	1437
169	1377	1393	1410	1427	1444
170	1384	1400	1417	1434	1451
171	1391	1407	1424	1441	1458
172	1398	1414	1431	1448	1465
173	1405	1421	1438	1455	1472
174	1412	1428	1445	1462	1479
175	1419	1435	1452	1469	1486
176	1426	1442	1459	1476	1493
177	1433	1449	1466	1483	1500
178	1440	1456	1473	1490	1507
179	1447	1463	1480	1497	1514
180	1454	1470	1487	1504	1521
181	1461	1477	1494	1511	1528
182	1468	1484	1501	1518	1535
183	1475	1491	1508	1525	1542
184	1482	1498	1515	1532	1549
185	1489	1505	1522	1539	1556
186	1496	1512	1529	1546	1563
187	1503	1519	1536	1553	1570
188	1510	1526	1543	1560	1577
189	1517	1533	1550	1567	1584
190	1524	1540	1557	1574	1591
191	1531	1547	1564	1581	1598
192	1538	1554	1571	1588	1605
193	1545	1561	1578	1595	1612
194	1552	1568	1585	1602	1619
195	1559	1575	1592	1609	1626
196	1566	1582	1599	1616	1633
197	1573	1589	1606	1623	1640
198	1580	1596	1613	1630	1647
199	1587	1603	1620	1637	1654
200	1594	1610	1627	1644	1661

SECTION 5. SCHEDULE OF COMPENSATION RATES—SPECIAL RATES. The following schedule of compensation rates is for classifications not within the standard salary ranges set forth in Section 4:

Salary Range No.																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																			</
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391	Electrical Engineering	63
395	Electrical Engineering	58
399	Electrical Engineering	62
410	Associate	52
468	General Manager and	700
573	Chief Engineer	66
578	Mechanical Engineering	53
579	Assistant	81
682	Mechanical Engineering	72
683	Associate	72
772	Principal Mechanical	70
792	Engineer	71
824	Senior Civil Engineer	71
873	Senior Electrical Engineer	66
881	Structural Engineer	53
884	Assistant	61
896	Structural Engineering	68
899	Associate	67
930	Supervising Electrical	55
923	Engineering Associate	61

#### SECTION 6.6. LABOR, LABOR SUPERVISION AND SKILLED TRADES.

Code	Class Title	Salary Range No.
088	Automotive Body Repairman	43
092	Automotive Equipment Painter	45
104	Automotive Serviceman	35
117	Blacksmith and Welder	45
123	Bookmobile Operator	38
122	Building Repair Foreman	45
128	Building Repairman	42
144	Carpenter	44
150	Cement Worker Finisher	44
271	Custodial Worker I	31
274	Custodial Worker II	35
424	Electrician	47
426	Elevator Operator	27
433	Equipment Mechanic I	45
434	Equipment Mechanic II	47
435	Equipment Operator I	39
438	Equipment Operator II	45
477	Heating and Air Conditioning Repairman	47
487	Inspector	43
564	Machinist	45
567	Maintenance Man	34
570	Maintenance Superintendent	56
571	Municipal Buildings	39
585	Mechanic Helper	33
588	Mechanical Repair Helper	42
591	Mechanical Repairman I	47
609	Mechanical Repairman II	44
603	Motor Sweeper Operator	44
722	Painter	49
736	Refuse Collection Foreman	38
740	Sanitation Crewman	68
813	Sanitation Superintendent	51
829	Senior Refuse Foreman	52
830	Shop Foreman	58
835	Shop Superintendent	53
843	Steam Plant Maintenance Supervisor	45
851	Steam Plant Mechanic I	49
854	Steam Plant Mechanic II	61
857	Steam Plant Operation Supervisor	44

870	Steam Plant Operator II	50
915	Truck Operator	40
918	Utility Worker	40
920	Yard Attendant	31

#### SECTION 6.7. LABOR, LABOR SUPERVISION AND SKILLED TRADES (continued).

Code	Class Title	Salary Range No.
111	Auxiliary Operator	35
562	Mechanical Maintenance and Warehouse Superintendent	61
609	Pumping Plant Operator	40
820	Senior Street Foreman	53
827	Sewer Maintenance Man	39
831	Sign Painter	44
860	Street Foreman	49
872	Street Maintenance Man	38
875	Street Superintendent	66
924	Traffic Painter	40
947	Water Construction Supervisor	58
950	Water Distribution Inspector	47
952	Water Foreman I	47
956	Water Foreman II	53
959	Water Meter Repairman I	39
962	Water Meter Repairman II	45
965	Water Production and Maintenance Supervisor	53
968	Water Production and Storage Foreman	47
971	Water Service and Water Supervisor	51
974	Water Service Investigator	45
977	Water Superintendent	66
980	Water System Repairman	44
982	Water Utilityman I	40
986	Water Utilityman II	43

#### SECTION 6.8. LABOR, LABOR SUPERVISION AND SKILLED TRADES (continued).

Code	Class Title	Salary Range No.
013	Appliance Service Foreman	30
021	Appliance Serviceman	45
170	Chief Steam Plant Engineer	63
343	Electric Motors and Services Supervisor	62
347	Electric Overhead Supervisor	63
351	Electric Station Foreman	52
355	Electric Station Operator	40
359	Electric Test Assistant	39
363	Electric Test Foreman	53
367	Electric Test Repairman I	45
371	Electric Test Repairman II	50
375	Electric Underground and Station Supervisor	63
379	Electric Utilityman I	39
383	Electric Utilityman II	45
387	Electric Utilityman III	49
407	Electrical Mechanical Foreman	57
411	Electrical Mechanical Repairman I	46
415	Electrical Mechanical Repairman II	52
423	Electrical Superintendent	67
492	Instrument and Laboratory Technician I	45
495	Instrument and Laboratory Technician II	50
549	Line Foreman I	55
552	Line Foreman II	53
556	Lineman	32
559	Lineman Helper	29
561	Line Truckman	40
734	Senior Electric Station Foreman	53
758	Senior Electric Station Operator	49
844	Watch Engineer	51

#### SECTION 6.9. PARKS, RECREATION AND LIBRARIES.

Code	Class Title	Salary Range No.
024	Arts and Crafts Attendant	23
055	Assistant Director of Parks and Recreation	64
072	Assistant to Auditorium Supervisor	37
084	Auditorium Supervisor	42
462	Gardener I	36
465	Gardener II	41
474	Groundskeeper	40
513	Landscape Architect	55
543	Lifeguard I	210
545	Lifeguard II	250
606	Park Foreman	43
609	Park Guard	250
625	Parks Maintenance Supervisor	52
710	Recreation Attendant	200
713	Recreation Leader	32
716	Recreation Supervisor	50
719	Recreation Superintendent	57
816	Senior Recreation Leader	43
911	Swimming Instructor	250
914	Swimming Pool Manager	41
936	Tree Trimmer	42
939	Tree Trimmer Crew Foreman	45
932	Tree Trimmer Foreman	51

#### SECTION 6.10. PARKS, RECREATION AND LIBRARIES (continued).

Code	Class Title	Salary Range No.
012	Adult Librarian	53
030	Athletic Official	250
125	Branches and Circulation Librarian	53
147	Catalog Librarian	53
166	Chief Librarian	72
178	Children's Librarian	53
263	Cultural Arts Librarian	53
309	Director of Parks and Recreation	72
318	Display Artist	44
441	Exhibits Coordinator	46
525	Librarian I	45
528	Librarian II	50
531	Library Monitor	250
534	Library Page	16
805	Special Activity Leader	37
837	Student Librarian	220

#### SECTION 6.11. COMMUNICATIONS, PUBLIC SAFETY, LEGAL AND PUBLIC HEALTH.

Code	Class Title	Salary Range No.
015	Animal Control Officer	40
114	Battalion Chief	64
259	Communications Operator	35
302	Deputy Fire Chief	69
443	Fire Alarm Technician I	44
444	Fire Alarm Technician II	50
447	Fire Captain	50
450	Fire Chief	77
453	Fire Engineer	54
459	Fireman	50
463	Identification Technician	47
701	Radio Engineer	54
704	Radio Technician	45
764	Senior Animal Control Officer	42
812	Senior Radio Technician	45
812	Special Officer	220
902	Supervisor of Records and Identification	54
917	Switchboard Operator	30

#### SECTION 6.12. COMMUNICATIONS, PUBLIC SAFETY, LEGAL AND PUBLIC HEALTH (continued).

Code	Class Title	Salary Range No.
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006	Assistant City Attorney	55
182	City Attorney	55
202	City Nurse	42
246	City Physician	400
217	Civil Defense Coordinator	61
282	Deputy City Attorney	50
303	Deputy Police Chief	59
439	Instructor—Civil Defense	270
501	Jailer I	44
504	Jailer II	47
519	Law Clerk	37
615	Parking Checker	36
637	Police Captain	65
640	Police Chief	77
643	Police Detective	54
656	Police Lieutenant	61
669	Policeman	51
672	Police Sergeant	57
675	Policewoman	51
731	Safety and Training Officer	59
732	Safety Inspector	47
766	Senior Assistant City Attorney	74

#### SECTION 7. INCUMBENTS RECEIVING IN EXCESS OF MAXIMUM.

Any person who at the time of the effective date of this ordinance was receiving compensation in excess of the maximum rate for the position held by him shall continue to receive such higher compensation; provided, however, that the rate of compensation of a person permanently transferred or reduced to a classification with a lower salary range shall be fixed as provided in Chapter 4 of the Glendale Municipal Code, 1974.

#### SECTION 8. REDUCTION OR SUSPENSION OF COMPENSATION.

Nothing contained in this ordinance shall be construed as prohibiting the reduction of or the suspension of payment of compensation to any person when such reduction or suspension is authorized by the provisions of Article XXIV of the Charter of the City of Glendale or the Rules of the Civil Service Commission adopted pursuant thereto.

#### SECTION 9. POLICE DIVISION—FIREARMS TRAINING AND ADDITIONAL COMPENSATION FOR MARKSMANSHIP.

Employees of the Police Division who may be called upon to use firearms in the performance of the duties to which they are or may be assigned shall:

(a) As directed by the Police Chief fire the prescribed combat or target course once a month for a minimum of ten months per fiscal year. Any employee failing to fire as herein required may be fined one day's pay upon the recommendation of the Police Chief and approval of the City Manager. In addition to the required number of courses the Police Chief may require a minimum point qualification for both combat and target courses which he deems necessary to insure proficiency of such employees and may require any such employee who within the past year has not attained the minimum point qualification to take additional firearms training. This section does not restrict personnel action by the Police Chief.

(b) Receive additional compensation each month for marksmanship as herein provided. Such additional compensation shall be in the following amounts and based upon the following table of compensation:

## Firearms target type course:

Marksmanship, \$2.00 per month, 300 to 323  
 Sharpshooter, \$4.00 per month, 310 to 330  
 Expert, \$6.00 per month, 370 to 384  
 Master, \$8.00 per month, 335 to 400

An employee shall receive the additional compensation only for the 12-month period immediately following his demonstration of proficiency as herein provided to the satisfaction of the Police Chief and the certification of such proficiency to the City Controller. The City Manager shall determine the firearms course. The determination of the Police Chief on all scoring is final and conclusive.

## SECTION 10. PUBLIC SERVICE DIVISION—SIX-DAY FORTY-HOUR WEEK—EXTRA PAY FOR UNUSUAL HOURS.

(a) Employees in the Public Service Division who regularly work a six-day forty-hour week shall receive ten dollars (\$10.00) per month additional compensation.

(b) Employees in the Public Service Division who are assigned to work a shift which commences at or after 2:00 p.m. and before 9:00 p.m. shall receive twelve cents (\$0.12) per hour extra for each hour worked on said shift.

(c) Employees in the Public Service Division who are assigned to work a shift which commences at or after 9:00 p.m. and before 4:00 a.m. of the next following day shall receive sixteen cents (\$0.16) per hour extra for each hour worked on said shift.

(d) Employees in the Public Service Division receiving compensation for overtime as provided in Section 4-57 of the Glendale Municipal Code, 1964, shall not be entitled to receive the extra compensation provided under subsections (b) and (c) of this section.

## SECTION 11. POLICE DIVISION—HAZARD PAY FOR MOTORCYCLE DUTY.

Employees of the Police Division who are "safety members" shall receive additional compensation as hazard pay in the sum of seventy dollars (\$70.00) per month when assigned to a two-wheel motorcycle.

## SECTION 12. PUBLIC SAFETY UNIFORM ALLOWANCES.

(a) Employees of the Police Division who are "safety members," "safety members of the Bureau of Fire Prevention and the Captain in charge of training in the Fire Division," shall receive a uniform allowance in the sum of one hundred dollars (\$100.00) per year; provided, however, that employees of the Police Division who are Jailers, Parking Checkers, Identification Technicians, or a Supervisor of Records and Identification shall receive a uniform allowance in the sum of fifty dollars (\$50.00) per year. Said uniform allowance shall be paid in two equal installments, on the first day of July and the first day of January of each year. New policemen and policewomen shall, in addition to the above, receive a two hundred dollar (\$200.00) uniform allowance to be paid half on entering service and half on successfully completing "academy" training.

(b) Employees of the Fire Division who are "safety members" shall receive a uniform allowance in the sum of fifty dollars (\$50.00) per year, which shall be paid in two equal installments, on the first day of July and the first day of January of each year.

## SECTION 13. POLICE DIVISION—EXTRA PAY FOR CLERKS I, II AND III, CLERK-TYPISTS I AND II, AND CLERK-STENOGRAPHERS FOR UNUSUAL HOURS.

Full-time employees in the classification of Clerks I, II and III, Clerk-Typists I and II, and Clerk-Stenographers occupying positions in the Police Division in which the incumbents are required to work a minimum of three-fourths of a shift between the periods of 4:00 p.m. and 7:00 a.m. shall receive additional pay in an equal amount to two salary ranges as used in Section 4 of this ordinance.

## SECTION 14. POLICE DIVISION—EXTRA PAY FOR WOMEN ASSISTING JAILER.

Women, except Policewomen, in the Police Division shall receive additional pay in the amount of two dollars (\$2.00) per work shift when assigned to assist the Jailer with women prisoners.

## SECTION 15. ANIMAL CONTROL OFFICERS' UNIFORM ALLOWANCE.

Employees who are Animal Control Officers shall receive a uniform allowance in the sum of one hundred dollars (\$100.00) per year payable in two equal installments, on the first day of July and first day of January of each year.

## SECTION 16. PUBLIC WORKS DIVISION—FORTY-SIX-HOUR WEEK FOR PARKING ATTENDANTS.

Parking Attendants I and II in the Public Works Division who work a forty-six-hour week shall receive compensation at the rate in effect for the fifth salary range above their regular salary step.

## SECTION 17. EXTRA COMPENSATION FOR BRUSH REMOVAL WORK.

Full-time employees in the classifications of Tree Trimming Crew Foreman, Tree Trimmer, Street Maintenance Man, and Maintenance Man occupying positions in the Street Section of the Public Works Division who are assigned to the brush removal crew shall receive additional pay in an amount equal to two salary ranges as used in Section 4 of this ordinance, which additional amount shall be paid only during those periods when such employees are actually engaged in brush clearance work.

## SECTION 18. GROUP INSURANCE BENEFITS.

The benefits of group health, medical and accident insurance shall be provided to all City officers except members of the Council and to all City employees compensated on a monthly basis and for certain dependents of such persons. Said insurance benefits shall be provided solely by contracts of insurance approved by the Council and purchased by the City from time to time. The City shall pay the cost of such insurance in the sum of eight dollars and seventy-seven cents

(\$8.77) per month for each such officer and employee, and further, shall pay to said contracting insurer the sum of six dollars and sixty-nine cents (\$6.69) per month for employees with one dependent and eight dollars and fifty cents (\$8.50) per month for employees with more than one dependent to apply on the premium for the dependent or dependents of each officer or employee who desires such insurance coverage for said dependents and arranges to pay the remainder of the premium due on account of his said dependent or dependents. In no event will such payment be made directly by the City to any officer or employee or the dependent thereof. For the purposes of this section, the term dependents shall mean and include the spouse and minor children of said employed persons.

The City shall not pay the cost of such insurance or any part thereof for any officer or employee who is absent on leave without pay for any entire calendar month, nor shall the City pay such cost for any officer or employee who is on military leave without pay for more than thirty (30) days.

Notwithstanding the foregoing provisions of this section, the City shall pay the cost of such insurance in the sum of five dollars and thirty-three cents (\$5.33) for those officers and employees who are eligible for Medicare under Title XVIII of the United States Social Security Act and therefore are within the Modified and Supplementary group insurance coverage, except that the City shall not pay such cost of insurance for any person who is absent on leave without pay for any entire calendar month.

## SECTION 19. REPEALING CLAUSE.

Ordinance No. 3373 as amended is repealed and each of the ordinances amending said ordinance are also repealed.

## SECTION 20. PROVISIONS SIMILAR TO PRIOR SALARY ORDINANCE—CONSTRUCTION.

The provisions of this ordinance so far as they are substantially the same as the provisions of the former salary ordinance, Ordinance No. 3373 as amended, must be construed as continuations thereof and not as original enactments.

## SECTION 21. SEVERABILITY OF PARTS OF ORDINANCE.

It is hereby declared to be the intention of The Council that the sections, paragraphs, lines, sentences, clauses and phrases of this ordinance are severable, and if any phrase, clause, sentence, line, paragraph or section of this ordinance shall be declared unconstitutional by the valid judgment or decree of a court of competent jurisdiction such unconstitutionality shall not affect any of the remaining phrases, clauses, phrases, sentences, lines, paragraphs and sections of this ordinance.

## SECTION 22. EFFECTIVE DATE.

This ordinance shall take effect and be in force on the 1st day of July, 1970.

Passed by The Council of the City of Glendale on the 30th day June, 1970.

JAMES W. PERKINS, D.D.S.  
Mayor

ATTEST:  
JOHN H. WALTERS  
City Clerk

STATE OF CALIFORNIA  
COUNTY OF LOS ANGELES (ss)  
CITY OF GLENDALE

I, JOHN H. WALTERS, City Clerk of the City of Glendale, certify that the foregoing ordinance was passed by The Council of the City of Glendale, California, at a regular meeting held on the 30th day of June, 1970, and that the same was passed by the following vote:

Ayes: Allen, Haverkamp, Peters, Watson, Perkins.  
Noes: None.  
Absent: None.

JOHN H. WALTERS,

City Clerk

July 6, 1970.

I HEREBY CERTIFY THAT THE FOREGOING  
IS A TRUE AND CORRECT COPY OF  
Ordinance No. 3921  
ON FILE IN THE OFFICE OF THE CITY CLERK  
OF THE CITY OF GLENDALE  
DATED January 12, 1976  
CITY CLERK  
[Signature]  
Deputy



## ORDINANCE NO. 3926

AN ORDINANCE OF THE CITY OF GLENDALE AMENDING ORDINANCE NO. 3921 RELATING TO SALARIES.

BE IT ORDAINED BY THE COUNCIL OF THE CITY OF GLENDALE:

SECTION 1. Section 6.1 of Ordinance No. 3921 is amended to read:

SECTION 6.1. CLERICAL, FISCAL AND ADMINISTRATIVE.

Salary Range No.

Code Class Title

120 Bookkeeping Machine Operator 34

134 Chief Clerk 43

232 Clerical Aide 210

235 Clerk I 25

238 Clerk II 31

241 Clerk III 37

244 Clerk-Stenographer 34

247 Clerk-Typist I 23

250 Clerk-Typist II 32

324 Duplicating Shop Operator 40

327 EDP Assistant Programmer Analyst 52

330 EDP Equipment Operator 43

331 EDP Senior Equipment Operator 46

333 EDP Operations Supervisor 56

336 EDP Programmer Analyst 59

337 EDP Principal Programmer Analyst 63

338 EDP Systems Analyst 60

339 EDP Director 66

507 Key Punch Operator 32

510 Key Punch Supervisor 37

522 Legal Secretary 44

743 Secretary-Stenographer I 39

746 Secretary-Stenographer II 42

749 Secretary to City Clerk 44

753 Secretary to City Manager 48

The letters "EDP" used herein shall be understood to mean "Electronic Data Processing."

SECTION 2. Section 6.2 of Ordinance No. 3921 is amended to read:

SECTION 6.2. CLERICAL, FISCAL AND ADMINISTRATIVE (continued).

Salary Range No.

Code Class Title

003 Accountant 49

006 Administrative Analyst 51

040 Assistant City Clerk 55

044 Assistant City Controller 57

136 City Clerk 600

190 City Controller 77

214 City Treasurer 500

256 Commercial Representative 39

290 Deputy City Clerk 42

294 Deputy City Treasurer I 33

298 Deputy City Treasurer II 43

537 License Investigator I 42

540 License Investigator II 45

597 Meter Reader 37

612 Parking Attendant 20

621 Parking Meter Collector 35

624 Parking Meter Serviceman 40

707 Real Property Agent and Claims Investigator 50

756 Senior Accountant 57

793 Senior Meter Reader 41

800 Senior Parking Attendant 28

839 Special Collector 36

913 Traffic and Parking Foreman 49

SECTION 3. Section 6.3 of Ordinance No. 3921 is amended to read:

SECTION 6.3. CLERICAL, FISCAL AND ADMINISTRATIVE (continued).

CAL AND ADMINISTRATIVE (continued).

Salary Range No.

Code Class Title

009 Administrative Intern 230

013 Assistant Buyer 44

010 Assistant Chief Examiner 69

051 Assistant City Manager 630

075 Assistant to City Manager 65

141 Buyer 33

162 Chief Examiner 73

198 City Manager 500

210 Civil Defense Property Officer 47

253 Commercial Operations Supervisor 62

315 Director of Purchases 67

440 Executive Assistant 63

594 Mechanical Stock Clerk 25

630 Personnel Analyst 55

633 Personnel Trainee 47

687 Principal Personnel Analyst 60

123 Research and Budget Officer 66

760 Senior Administrative Analyst 55

804 Senior Personnel Analyst 61

863 Storekeeper I 40

866 Storekeeper II 43

941 Warehouseman 36

SECTION 4. Section 6.4 of Ordinance No. 3921 is amended to read:

SECTION 6.4. ENGINEERING AND RELATED TECHNICAL.

Salary Range No.

Code Class Title

060 Assistant Engineering Technician 43

129 Building Inspector I 50

130 Building Inspector II 53

223 Civil Engineer 67

226 Civil Engineering Assistant 55

229 Civil Engineering Associate 51

262 Construction Inspector 30

321 Draftsman 43

403 Electrical Inspector 50

429 Engineering Aide 37

432 Engineering Technician 49

450 Heating, Ventilating and Air Conditioning Inspector 30

456 Industrial Waste Inspector 51

493 Instrumentman 40

516 Lath and Plaster Inspector 50

639 Plan Checker 53

642 Planning Assistant 47

645 Planning Associate 52

648 Planner 36

651 Planning Director 73

654 Plumbing Inspector 50

679 Principal Engineering Technician 61

691 Principal Planner 66

725 Right-of-Way Agent 56

728 Rodman and Chainman 43

768 Senior Building Inspector 34

776 Senior Construction Inspector 59

780 Senior Draftsman 40

796 Senior Engineering Technician 55

806 Senior Planner 61

830 Superintendent of Buildings 70

893 Supervising Civil Engineering Associate 64

905 Survey Party Chief 55

992 Zoning Administrator 64

SECTION 5. Section 6.5 of Ordinance No. 3921 is amended to read:

SECTION 6.5. ENGINEERING AND RELATED TECHNICAL (continued).

Salary Range No.

Code Class Title

009 Assistant City Engineer 71

054 Assistant General Manager and Principal Engineer 79

138 Chief Electric Works Engineer 75

174 Chief Water Works Engineer 75

194 City Engineer 77

210 City Traffic Engineer 69

312 Director of Public Works 84

391 Electrical Engineer 68

395 Electrical Engineering Assistant 56

399 Electrical Engineering Associate 62

419 Electrical Sales Representative 52

463 General Manager and Chief Engineer 700

573 Mechanical Engineer 66

576 Mechanical Engineering Assistant 55

579 Mechanical Engineering Associate 61

653 Principal Mechanical Engineer 72

695 Principal Structural Engineer 72

772 Senior Civil Engineer 70

792 Senior Electrical Engineer 71

824 Senior Water Works Engineer 71

878 Structural Engineer 66

881 Structural Engineering Assistant 55

884 Structural Engineering Associate 61

896 Supervising Electrical Engineering Associate 68

899 Supervising Structural Engineering Associate 67

920 Traffic Engineering Assistant 55

923 Traffic Engineering Associate 61

Code Class Title No.

043 Assistant City Engineer 71

054 Assistant General Manager and Principal Engineer 79

138 Chief Electric Works Engineer 75

174 Chief Water Works Engineer 75

194 City Engineer 77

210 City Traffic Engineer 69

312 Director of Public Works 84

391 Electrical Engineer 68

395 Electrical Engineering Assistant 56

399 Electrical Engineering Associate 62

419 Electrical Sales Representative 52

463 General Manager and Chief Engineer 700

573 Mechanical Engineer 66

576 Mechanical Engineering Assistant 55

579 Mechanical Engineering Associate 61

653 Principal Mechanical Engineer 72

695 Principal Structural Engineer 72

772 Senior Civil Engineer 70

792 Senior Electrical Engineer 71

824 Senior Water Works Engineer 71

878 Structural Engineer 66

881 Structural Engineering Assistant 55

884 Structural Engineering Associate 61

896 Supervising Electrical Engineering Associate 68

899 Supervising Structural Engineering Associate 67

920 Traffic Engineering Assistant 55

923 Traffic Engineering Associate 61

SECTION 6. Section 6.6 of Ordinance No. 3921 is amended to read:

SECTION 6.6. LABOR, LABOR SUPERVISION AND SKILLED TRADES.

Salary Range No.

Code Class Title

058 Automotive Body Repairman 45

092 Automotive Equipment Painter 45

104 Automotive Serviceman 37

117 Blacksmith and Welder 45

123 Bookmobile Operator 39

132 Building Repair Foreman 46

133 Building Repairman 43

144 Carpenter 45

150 Cement Worker Finisher 44

271 Custodial Worker I 31

274 Custodial Worker II 35

424 Electrician 48

426 Elevator Operator 27

428 Equipment Mechanic I 45

434 Equipment Mechanic II 43

435 Equipment Operator I 40

438 Equipment Operator II 45

477 Heating and Air Conditioning Repairman 43

487 Inspector 43

564 Machinist 46

567 Maintenance Man 36

570 Maintenance Superintendent, Municipal Buildings 56

571 Mechanic Helper 39

585 Mechanical Repair Helper 38

588 Mechanical Repairman I 42

591 Mechanical Repairman II 48

600 Motor Sweeper Operator 45

603 Painter 45

702 Refuse Collection Foreman 49

706 Sanitation Foreman 52

710 Sanitation Superintendent 52

818 Senior Refuse Foreman 51

820 Shop Foreman 51

822 Shop Superintendent 51

815 Steam Plant Maintenance Supervisor 54

843 Steam Plant Mechanic I 45

851 Steam Plant Mechanic II 50

854 Steam Plant Operation Supervisor 62

857 Steam Plant Operator I 45

860 Steam Plant Operator II 51

905 Truck Operator 42

908 Utility Welder 50

989 Yard Attendant 36

SECTION 7. Section 6.7 of Ordinance No. 3921 is amended to read:

SECTION 6.7. LABOR, LABOR SUPERVISION AND SKILLED TRADES (continued).

Salary Range No.

Code Class Title

111 Auxiliary Operator 39

582 Mechanical Maintenance and Warehouse Superintendent 62

698 Pumping Plant Operator 42

820 Senior Street Foreman 53

827 Sewer Maintenance Man 40

834 Sign Painter 45

839 Street Foreman 51

872 Street Maintenance Man 30

875 Street Superintendent 63

924 Traffic Painter 40

947 Water Construction Supervisor 53

950 Water Distribution Inspector 42

953 Water Foreman I 47

956 Water Foreman II 53

959 Water Meter Repairman I 40

962 Water Meter Repairman II 46

965 Water Production and Maintenance Supervisor 53

968 Water Production and Storage Foreman 48

971 Water Service and Meter Supervisor 51

974 Water Service Investigator 45

977 Water Superintendent 64

980 Water System Repairman 45

983 Water Utilityman I 41

986 Water Utilityman II 43

SECTION 8. Section 6.8 of Ordinance No. 3921 is amended to read:

SECTION 6.8. LABOR, LABOR SUPERVISION AND SKILLED TRADES (continued).

Salary Range No.

Code Class Title

015 Appliance Service Foreman 51

021 Appliance

Code	Class Title	No.
413	Repairman I	47
	Electrical Mechanical	
	Repairman II	53
423	Electrical Superintendent	63
422	Instrument and Laboratory Technician I	48
495	Instrument and Laboratory Technician II	51
549	Line Foreman I	56
552	Line Foreman II	59
554	Lineman	54
558	Lineman Helper	40
561	Line Truckman	41
784	Senior Electric Station Foreman	56
788	Senior Electric Station Operator	51
944	Watch Engineer	57

SECTION 9. Section 6.9 of Ordinance No. 3921 is amended to read:

SECTION 6.9. PARKS, RECREATION AND LIBRARIES.

Code	Class Title	Salary Range
024	Arts and Crafts Attendant	29
056	Assistant Director of Parks and Recreation	63
072	Assistant to Auditorium Supervisor	37
084	Auditorium Supervisor	42
482	Gardener I	37
465	Gardener II	41
474	Groundskeeper	40
513	Landscape Architect	55
543	Lifeguard I	240
546	Lifeguard II	250
606	Park Foreman	50
609	Park Guard	250
625	Parks Maintenance Supervisor	53
710	Recreation Attendant	200
712	Recreation Leader	32
716	Recreation Supervisor	51
719	Recreation Superintendent	59
916	Senior Recreation Leader	45
911	Swimming Instructor	250
914	Swimming Pool Manager	41
928	Tree Trimmer	43
929	Tree Trimmer Crew Foreman	48
932	Tree Trimmer Foreman	51

SECTION 10. Section 6.10 of Ordinance No. 3921 is amended to read:

SECTION 6.10. PARKS, RECREATION AND LIBRARIES (continued).

Code	Class Title	Salary Range
012	Adult Librarian	57
080	Athletic Official	250
126	Branches and Circulation Librarian	57
127	Brand Art Center Librarian	57
147	Catalog Librarian	57
158	Chief Librarian	73
178	Children's Librarian	57
284	Cultural Arts Advisor	53
309	Director of Parks and Recreation	73
318	Display Artist	45
441	Exhibits Coordinator	48
523	Librarian I	47
528	Librarian II	51
531	Library Monitor	250
524	Library Page	16
876	Special Activity Leader	37
887	Student Librarian	245

SECTION 11. Section 6.11 of Ordinance No. 3921 is amended to read:

SECTION 6.11. COMMUNICATIONS, PUBLIC SAFETY, LEGAL AND PUBLIC HEALTH.

Code	Class Title	No.
015	Animal Control Officer	40
114	Battalion Chief	53
259	Communications Operator	52
302	Deputy Fire Chief	19
443	Fire Alarm Technician I	44
444	Fire Alarm Technician II	50
447	Fire Captain	58
450	Fire Chief	18
473	Fire Engineer	55
489	Fireman	50
483	Identification Technician	47
701	Radio Engineer	55
704	Radio Technician	45
764	Senior Animal Control Officer	42
812	Senior Radio Technician	40
842	Special Officer	220
902	Supervisor of Records and Identification	55
917	Switchboard Operator	23

SECTION 12. Section 6.12 of Ordinance No. 3921 is amended to read:

SECTION 6.12. COMMUNICATIONS, PUBLIC SAFETY, LEGAL AND PUBLIC HEALTH (continued).

Code	Class Title	No.
076	Assistant City Attorney	63
182	City Attorney	59
202	City Nurse	44
204	City Physician	40
217	Civil Defense Coordinator	61
221	Deputy City Attorney	60
304	Deputy Police Chief	10
489	Instructor—Civil Defense	250
501	Jailer I	44
504	Jailer II	47
519	Law Clerk	32
613	Parking Checker	28
637	Police Captain	67
660	Police Chief	78
683	Police Detective	54
684	Police Lieutenant	64
619	Policeman	51
672	Police Sergeant	53
675	Policewoman	51
706	Rangemaster	40
731	Safety and Training Officer	59
732	Safety Inspector	47
768	Senior Assistant City Attorney	74

SECTION 13. This ordinance shall take effect and be in force on the 1st day of October, 1970.

Passed by The Council of the City of Glendale on the 29th day of September, 1970.

WARREN F. HAVERKAMP,  
Mayor pro tem.

ATTEST:  
JOHN H. WALTERS,  
City Clerk.  
STATE OF CALIFORNIA )  
COUNTY OF LOS ANGELES ) ss.  
CITY OF GLENDALE )  
I, JOHN H. WALTERS, City Clerk of the City of Glendale, certify that the foregoing ordinance was passed by The Council of the City of Glendale, California, at a regular meeting held on the 29th day of September, 1970, and that the same was passed by the following vote:  
Ayes: Allen, Peters, Watson, Haverkamp.  
Noes: None.  
Absent: Perkins.  
JOHN H. WALTERS,  
City Clerk.

Oct. 2, 1970.

I HEREBY CERTIFY THAT THE FOREGOING IS A TRUE AND CORRECT COPY OF

Ordinance No. 3936

ON FILE IN THE OFFICE OF THE CITY CLERK OF THE CITY OF GLENDALE

DATED January 12, 1976

Deah T. Ryan CITY CLERK  
Deputy



**Sec. 4. Procedure as to warrants on treasurer; authority of council as to presentation, approval and payment of demands against city.**

All demands approved by the proper board, commission or officer shall be presented to the city controller, who shall examine the same; and if the amount thereof is legally due and there remains on his books an unexhausted balance or an appropriation against which the same may be charged, he shall approve such demand and draw and sign his warrant on the treasurer therefor, payable out of the proper fund. Objections of the controller to any demand may be overruled by the council, and the controller shall thereupon draw his warrant as directed by the council. Such warrants when presented to the treasurer, shall be paid by him out of the fund therein designated, if there be sufficient money in such fund for that purpose. A warrant not paid for lack of funds shall be registered, and all registered warrants shall be paid in the order of registration when funds are available therefor. The controller shall draw his warrants for payment of municipal or other bonds payable out of funds in the treasury upon presentation and surrender of the proper bonds or coupons, without approval of any body or officer. The council may make further regulations by ordinance regarding the presentation, approval and payment of demands against the city.

Editor's note.—The catchline of this section originally read as follows: "Warrants on treasury."

**Sec. 5. Payments from treasury generally; demand as prerequisite to action against city.<sup>5</sup>**

No payment shall be made from the treasury of the city, except

5. It was held in the case of *Kelso v. Board of Education of City of Glendale et al.*, 42 Cal. App. (2d) 418, 103 P. (2d) 30, that the provisions of this section are not applicable to claims against the school district.

In the case of *Slavin v. City of Glendale et al.*, 97 Cal. App. (2d) 408, 217 P. (2d) 984, which was an action against the City of Glendale and others for assault and battery committed by police officers of the city, it was held that such action was barred by plaintiff's failure to file a claim at any time and that the city was not estopped from raising this defense.

In the case of *Klimper v. City of Glendale et al.*, 90 Cal. App. (2d) 451, 202 P. (2d) 49, it was held that presentation of a written, verified

I HEREBY CERTIFY THAT THE FOREGOING  
IS A TRUE AND CORRECT COPY OF *Glendale*  
*City Charter, Art. XI, Sec. 4.*  
ON FILE IN THE OFFICE OF THE CITY CLERK  
OF THE CITY OF GLENDALE.  
DATED *January 12, 1976*

*[Signature]*  
Deputy

der so presented to him if there remains unexpended and unapplied the said estimated amount in any appropriation fund or tax levy, or other estimated revenue applicable thereto, and thereafter he shall hold and retain the said amount to pay the expense to be incurred under said order or contract until the same is fully performed and expense paid.

Editor's note.—The catchline of this section originally read as follows: "Controller."

**Sec. 2. Duties of city treasurer generally.**

The city treasurer shall receive and safely keep and pay out as directed in this Charter all moneys belonging to the city and all moneys received by or coming into the hands of any officer, board, department or employee of the city and shall keep an exact account of receipts and disbursements.

Editor's note.—The catchline of this section originally read as follows: "Treasurer."

**Sec. 3. Presentation of demands; petty cash funds.**

All demands against the city shall, before being paid, be presented to and approved by the proper commission or officer, as herein provided. Demands for which no appropriation has been made shall be presented to the council; and all other demands shall be presented to the city manager; provided that any person dissatisfied with the refusal of the city manager to approve any demand, in whole or in part, may present the same to the council, and the approval of such demand by the council shall have the same effect as its approval by the city manager; and provided further, that if the council shall provide for a park, playground and recreation center commission, a social service commission, or a city planning commission, it may make provision for the presentation to and approval by any such commission of demands for liabilities incurred by it. The council by ordinance may provide for petty cash funds for payment in cash, of expenditures provided for in the budgets that cannot conveniently and economically be paid otherwise. When making demands for the replenishment of the same, the persons entrusted with the funds shall account for all disbursements, and the amounts so expended shall thereupon be charged against the proper appropriations. (1921: 1953: 1959.)

Editor's note.—The catchline of this section originally read as follows: "Presentation of demands."

I HEREBY CERTIFY THAT THE FOREGOING  
IS A TRUE AND CORRECT COPY OF *Glendale*  
*City Charter, Art. XI, Sec. 3.*  
ON FILE IN THE OFFICE OF THE CITY CLERK  
OF THE CITY OF GLENDALE.  
DATED *January 12, 1976*  
*[Signature]*  
Deputy

**Sec. 3. Compensation.**

The members of the council shall each be paid twenty-five dollars for each meeting of the council attended, but not exceeding six meetings in each month. The board of education shall serve without compensation. All other officers, assistants, deputies, clerks and employees shall receive such compensation as the council may from time to time determine by ordinance. (1921; 1947; 1957.)

Editor's note.—The catchline of this section was supplied by the editor.

**Sec. 4. Appointment and removal of division heads, subordinate officers, etc., generally.**

The city manager shall appoint and remove, subject to the civil service provisions of this Charter, all division heads of the city, except as otherwise provided by this Charter, such appointments and removals to be subject to the approval of the council. Division heads shall appoint and remove, subject to the civil service provisions of this Charter, all of their subordinate officers, assistants, deputies, clerks, and employees, except as otherwise provided by this Charter, such appointments and removals to be subject to the approval of the city manager. (1953.)

Editor's note.—The catchline of this section was supplied by the editor.

**Article V. Elections.****Sec. 1. When general municipal elections held; special municipal elections.**

A municipal election shall be held in the City of Glendale on the first Tuesday in April of the year 1965, and on the first Tuesday in April of every second year thereafter, and the same shall be known as the general municipal election. All other municipal elections that may be held by authority of this Charter, or of the general law, shall be known as special municipal elections. (1963.)

Editor's note.—The catchline of this section was supplied by the editor.

**Sec. 2. Ordinance ordering holding of elections; election officers at precincts; publication of ordinance.**

The council shall by ordinance order the holding of all elections. Such ordinance shall establish precincts for the holding of each election, either by adopting or consolidating precincts established

I HEREBY CERTIFY THAT THE FOREGOING IS A TRUE AND CORRECT COPY OF THE  
City Charter, Art. V, Sec. 3  
 OF THE CITY OF GLENDALE  
 DATED January 12, 1976  
Ruth Taylor CITY CLERK

securing a contract to furnish labor, or material or supplies at a higher price or rate than that proposed by any other responsible bidder, or shall favor one bidder over another, giving or withholding information, or shall willfully mislead any bidder in regard to the character of the material or supplies called for, or shall knowingly accept materials or supplies of a quality inferior to those called for by the contract, or shall knowingly certify to a greater amount of labor performed than has actually been performed, or to the receipt of a greater amount of material or supplies than has actually been received.

**Sec. 13. Approval, etc., by officer of unauthorized demand on treasury.**

Every officer who shall willfully approve, allow or pay any demand on the treasury not authorized by law, shall be liable to the city individually and on his official bond for the amount of the demand so approved, allowed or paid, and shall forfeit such office and be forever barred and disqualified from holding any position in the service of the city.

**Sec. 14. Payment into city treasury of moneys received from taxes, licenses, fees, etc.<sup>8</sup>**

All moneys received from taxes, licenses, fees, fines, penalties and forfeitures, and all moneys which may be collected or received by any officer of the city in his official capacity, or by any department of the city, for the performance of any official duty, and all moneys accruing to the city from any source, and all moneys directed by law, or by this Charter, to be paid or deposited in the treasury, shall be paid into the treasury daily.

The treasurer shall receipt for each such deposit in triplicate, giving the original and duplicate to the depositor, who must file the duplicate with the city controller.

**Sec. 15. Inspection of books and records.**

All books and records of every office and department shall be open to the inspection of any citizens during business hours, subject to the proper rules and regulations for the efficient conduct of the business of such department or office; but the records of the

8. In connection with this section, see Char., art. XXIII, § 23.

I HEREBY CERTIFY THAT THE FOREGOING IS A TRUE AND CORRECT COPY OF THE  
City Charter, Art. XXIII, Sec. 13  
 OF THE CITY OF GLENDALE

DATED January 12, 1976  
Ruth Taylor



**Sec. 25. Political activity or contributions on part of city manager, etc.**

Neither the city manager, nor any person in the employ of the city shall take any active part in securing, or shall contribute money toward the nomination or election of any candidate for a municipal office.

**Sec. 26. Vesting of city's powers generally.**

All the powers of the city except as otherwise provided by this Charter, are hereby vested in the council.

**Sec. 27. Penalty for violation of Charter or ordinances; working prisoners.**

The violation of any provision of this Charter shall be deemed a misdemeanor. The council may make the violation of any ordinance a misdemeanor and fix the punishments therefor, not exceeding a fine of five hundred dollars or imprisonment not exceeding six months, or both. Any person sentenced to imprisonment for a violation of this Charter or of any ordinance, may be imprisoned in the city jail or in the county jail of the county in which the City of Glendale is situated, in which latter case the expenses of such imprisonment shall be a charge in favor of such county against the City of Glendale. Persons so imprisoned may also be required by the council to labor on the streets or other public works of the city.

**Sec. 28. When Charter to take effect.**

For the purpose of electing all elective officers, and all purposes connected therewith, this Charter shall take effect from the time of its approval by the Legislature. For all other purposes, it shall take effect on July 5th, 1921.

**Sec. 29. Authority of city to establish a municipal court.**

The City of Glendale may establish a municipal court when, and in such manner as may be authorized by the Constitution or laws of the State of California. (1931.)

*Glendale*  
City Charter, Article, Sec. 27  
City Clerk  
January 12, 1976  
Ruth [Signature]  
2-11-76

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(VERIFICATION - 13000 (2015 C.C.P.))

STATE OF CALIFORNIA

County of \_\_\_\_\_

I, the undersigned, say: I am the \_\_\_\_\_

in the above entitled action; I have read the foregoing \_\_\_\_\_

and know the contents thereof; and that the same is true of my own knowledge, except as to the matters which are therein stated upon my information or belief, and as to those matters that I believe it to be true.

I certify (or declare) under penalty of perjury, that the foregoing is true and correct.

Executed on \_\_\_\_\_ (date) at \_\_\_\_\_ (place), California

(Signature)

(PROOF OF SERVICE BY MAIL - 1013a, 2015.5 C.C.P.)

STATE OF CALIFORNIA

COUNTY OF LOS ANGELES

I am a resident of/employed in the county aforesaid. I am over the age of eighteen years and not a party to the within entitled action; my address is:

613 East Broadway, Room 220 City Hall, Glendale, California

On January 12, 1976, I served the within ANSWER OF G. W. CARLILE AND PAULINE LOCKHART TO FIRST AMENDED PETITION FOR PEREMPTORY WRIT OF MANDAMUS AND FOR DAMAGES FOR BREACH OF CONTRACT

on the \_\_\_\_\_ attorney for petitioners

in said action, by placing a true copy thereof enclosed in a sealed envelope with postage thereon fully prepaid, in the

United States mail at \_\_\_\_\_ Glendale, California addressed as follows:

Lemaire, Mohi, Morales, Dumas & Song  
1607 Palo Alto Street  
Los Angeles, California 90026

I certify (or declare), under penalty of perjury, that the foregoing is true and correct.

*[Signature]*  
Notary Public  
Notary Seal

\*Push the verification and proof of service in a sealed envelope with postage thereon fully prepaid, in the